

Smoking and Vaping Policy

Our approach

We want to provide a healthy working environment for everyone. Smoking and vaping are restricted on our premises in line with the law and our commitment to colleague wellbeing.

The rules

- Smoking and vaping are not permitted inside any Company buildings, vehicle, or enclosed spaces
- Smoking and vaping are only permitted in designated areas, where these are provided
- If there is no designated area, smoking and vaping must take place away from entrances, windows and air intakes
- Cigarette ends and vaping waste must be disposed of properly

Support to stop

If you want to stop smoking, we support you. The NHS offers free stop-smoking services, and your GP can help. If you would like to discuss what support might be available through work, speak to the People Team.

E-cigarettes and vaping

E-cigarettes and vaping devices are treated the same as smoking for the purposes of this policy. They are not permitted inside buildings or enclosed spaces.

Questions

If you have questions about designated smoking areas at your site, speak to your manager.

milbankgroup.co.uk

Version	Date	Author	Changes
V1	-	A Rochelle	Creation
V2	30/04/2025	A Rochelle	Approved